

Appl. No. 10/823,829  
Amdt. dated December 15, 2004  
Reply to Office action of August 19, 2004

**Amendments to the Specification:**

[0016] Human Capital Management involves assessing the competencies and characteristics of individuals in an organization, evaluating the strengths and weaknesses of those individuals, and providing planning for further training and experience to aid those individuals in improving their performance and capabilities. A "competency" is a cluster of capabilities that have been honed and developed into a level of expertise.

[0024] ~~Capabilities~~ Competencies may include a plurality of individual ~~characteristics~~ attributes. "Attributes" are personal qualities that influence competency and, as such, may be used to measure one's capability to accomplish behavior in a competency. In the exemplary embodiment dealing with capabilities relating to leadership, the following ~~capabilities or~~ competencies, *inter alia*, are relevant: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity. A battery of tests are identified that have questions that relate to one or more of these ~~capabilities~~ competencies.